



**WOMEN'S
ADVANCEMENT
& ADVOCACY**



ACTIVITIES AND RECOMMENDATIONS REPORT

*To John C. Carney, Governor, State of Delaware,
The Delaware General Assembly*

&

*Claire DeMatteis, Secretary,
Delaware Department of Human Resources
January 2023*



**WOMEN'S
ADVANCEMENT
& ADVOCACY**



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ADVANCEMENT AND ADVOCACY

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BACKGROUND & MISSION



Activities & Recommendations Report



The Office of Women's Advancement & Advocacy (OWAA) was launched in fall of 2017 as the result of House Bill (HB) 4 of the 149th General Assembly. The bill gave OWAA the express purpose of promoting the equality and equity of women in all areas of society across the state of Delaware. In order to accomplish this goal, OWAA was charged with the following responsibilities:



- Fostering collaborations among governmental entities, individuals, organizations, businesses and institutions toward the elimination of gender-based bias and discrimination.
- Referring complaints and inquiries to the appropriate state departments, agencies or community organizations.
- Gathering and sharing information on the status of women, including conducting research projects to report on the status of women in Delaware.
- Advising executive and legislative bodies on the effect of proposed legislation on women through reports, statistics and testimony.
- Providing recommendations regarding the implementation of any gender-based legislation or policy.
- Making specific legislative proposals relating to the removal of discriminatory laws and practices.
- Producing and distributing educational and informative media materials.
- Performing other functions and duties as imposed by law or as assigned to it by the Governor, the Secretary of the DHR or the General Assembly.

Pursuant to Chapter 90D, § 9009D (b)(11) OWAA is reporting the Office's activities and recommendations including the activities of the Delaware Commission for Women, the Delaware Women's Workforce Council, and the Delaware Women's Hall of Fame Committee, to the Governor, Secretary of the DHR, and the General Assembly.



MISSION

The following report highlights how OWAA, along with the Delaware Women's Commission, the Delaware Women's Hall of Fame Committee and the Delaware Women's Workforce Council, is fulfilling the tasks and duties set forth by House Bill 4.

OWAA was established as a unit of the Delaware Department of Human Resources (DHR) with the purpose of promoting the equality and equity of Delaware women in all areas of society. OWAA is responsible for overseeing the State's women's rights work, including leading the ongoing implementation of women's rights legislation, evaluating current women's rights legislation, building support for new legislation, and advising the Governor's Office, the Legislature, and the Secretary of the DHR. OWAA relies on, and utilizes, the most up-to-date data, trends, and statistics to stay informed about the issues affecting women and girls across Delaware. Through such work, OWAA can accurately report on the status of women and girls; advocate for women's rights policies; serve as a clearinghouse, providing information on the status of women to the public, state agencies, the General Assembly, the Judiciary, organizations, businesses, and institutions; and, when necessary, refer complaints and inquiries to the appropriate state departments or agencies as well as community organizations.



The Office of Women's Advancement and Advocacy also provides staff support to the Delaware Commission for Women, the Delaware Women's Hall of Fame Committee, and the Delaware Women's Workforce Council. The Delaware Commission for Women is responsible for advising the Office of Women's Advancement and Advocacy on strategic planning, project development and programming.

The Delaware Women's Workforce Council seeks to achieve gender equality in every workplace in the state of Delaware by eliminating the gender-based wage gap; removing the visible and invisible barriers to women's advancement; and ensuring that every person, regardless of gender, has an equal opportunity for advancement in the workplace.

The Delaware Women's Hall of Fame Committee fosters an understanding of, and an appreciation for, the many contributions Delaware women have made to their homes, communities, the state, and nation, and annually recognizes the achievements of remarkable Delaware women through the Delaware Women's Hall of Fame.

The Office of Women's Advancement and Advocacy focuses its efforts into several activities, including legislative policy, state government policies and procedures, events, research, speaking engagements, and social media.



Policy

By engaging with community, business, legislative and elected leaders, the Office of Women's Advocacy and Advancement continues to positively impact state laws, policies and procedures to help pave the way for the economic, cultural and social betterment of women and a more diverse, equitable and inclusive society in our state.

During the 151st General Assembly, OWAA provided research assistance, testified at committee hearings, coordinated advocacy efforts, and met with legislators regarding the following legislative initiatives, all of which were adopted by the General Assembly and signed by Governor Carney:

- HB 31 - House Bill 31 decriminalizes abortion care. This is important for Delaware women and girls because it corrects the Delaware Code to reflect the state's commitment to ensuring access to reproductive health care.
- HB 124 w/HA 1 - House Bill 124 w/HA 1 prohibits a person who is subject of a Protection from Abuse Order of the Family Court from purchasing, owning, possessing, or controlling a deadly weapon or ammunition for a firearm in this State. Delaware women and girls account for 75% of the deaths related to domestic violence.¹
- HB 190 w/ HA 1 - House Bill 190 updates the domestic violence first offender diversion program to allow the following offenses to be eligible for the program: assault third,

terroristic threatening, and criminal contempt of a domestic violence protective order or lethal violence protective order. In addition, the Act makes these same offenses ineligible for probation before judgement in the Court of Common Pleas and Family Court.

- HB 20 w/ HA 1 - House Bill 20 requires all Delaware public and charter schools to provide menstrual hygiene products for students in grades 6-12 at no costs to students.
- HB 16 - House Bill 16 modifies Delaware's Earned Income Tax Credit (EITC) to allow recipients to choose the most beneficial credit to be applied against their Delaware Personal Income Taxes.
- HB 90 - House Bill 90 authorizes candidates to utilize their campaign funds to pay for childcare while they participate in campaign activities. This bill benefits Delaware women since women are more likely to be the primary caregivers of children.
- SB 105 - Senate Bill 105 allows pharmacists to distribute contraceptives. This benefits Delaware women and girls because it makes contraceptives more easily available.



- SB 161 w/ HA 1 - Senate Bill 161 adds police stations to the designated safe havens where an individual may surrender a baby. This benefits Delaware women and girls as it provides more options for safe ways to surrender a baby.
- SB 32 - Senate Bill 32, otherwise known as The Delaware CROWN Act, prevents students, workers, tenants, and others from being subjected to unequal treatment due to their braids, locks, twists and other hairstyles or hair textures historically associated with race. This bill is important to Delaware women and girls, especially black Delaware women and girls, because they are disproportionately impacted by hair discrimination.
- SB 15 w/ SA 1 - Senate Bill 15 increases Delaware's \$9.25/hour minimum wage in stages to \$15/hour by January 1, 2025. This is important for Delaware women, especially Black and Hispanic women, because they are more likely to earn a minimum wage.²
- SS 2 for SB 1 w/ HA 1 - Senate Bill 1 creates a statewide paid family and medical leave insurance program. Such a program provides financial stability to Delaware women that are dealing with a serious medical condition, the illness of a family member, or caring for a new infant.
- HB 205 w/ HA 3 - establishes the Delaware Expanding Access for Retirement and Necessary Saving ("EARNs") program to serve as a vehicle through which eligible employees may, on a voluntary basis, provide for additional retirement security through a State-facilitated retirement savings program in a convenient, cost-effective, and portable manner. As women are more likely than men to have no retirement savings, this bill provides access to a more secure financial future for Delaware women.³
- HB 234 - House Bill 234 expands Medicaid coverage to pregnant women from the current coverage of 60-days from the end of pregnancy under federal Medicaid regulations to 12 months from the end of pregnancy. This is crucial for Delaware women as the rate of maternal mortality is rising, and a growing body of evidence shows that many of these deaths, particularly from preventable causes such as overdose and suicide, occur after pregnancy-related Medicaid coverage ends.⁴
- HS for HB 264 w/HA 1 - House Bill 264 provides a civil remedy to a victim of a rape or other sexual violence which requires the offender to stay away from the victim. This civil remedy is available only for petitioners who would not qualify for a protection from abuse order because there is no family or dating relationship between the victim and perpetrator. The creation a sexual violence protective order provides Delaware women with a much-needed avenue to prevent future interactions with the perpetrator of the rape or other sexual violence.
- HB 320 - House Bill 320 allows physician assistants and advanced practice registered nurses to prescribe medication for the termination of pregnancy including Mifeprex, Mifepristone, and Misoprostol. Expanding access to abortion care services helps Delaware women, especially low-income women that are most likely served by public health departments or community health centers, which typically do not provide abortions.⁵

- HB 455 - House Bill 455 improves the availability of safe and accessible reproductive healthcare services in Delaware and protects patients and providers from facing legal action from states that ban abortion. While abortion remains legal in Delaware, the loss of the federal protection to abortion care means that the state needs to do more to ensure that not only Delaware women, but those providing care or seeking refuge in the state, are also protected and HB 455 does just that.
- HB 342 - Delaware law already prohibits the use of restraints on women who are giving birth or in labor except in limited circumstances. House Bill 342 expands that protection to include women in the second or third trimester of pregnancy and those in the 13-week immediate post-partum period.
- HB 343 - House Bill 343 requires that the Division of Medicaid and Medical Assistance to present a plan to the General Assembly by November 1, 2022, for coverage of doula services by Medicaid providers. This bill is great for Delaware women because it expands the availability of doula care in Delaware.
- HB 345 - House Bill 345 ensures pregnant women and women who have given birth within the past six weeks who are subject to the custody of the Department of Corrections at Level IV or V access to midwifery and doula services by requiring the Department to make reasonable accommodations for provision of available midwifery or doula services. Expanding such services is incredibly important for all women but particularly for incarcerated women that are even more vulnerable.
- Gun Safety Package- The Delaware Legislature passed several bills related to gun safety which were signed by Governor Carney on June 30, 2022. These bills are a huge win for Delaware women because gender-based violence and access to weapons such as the firearms included in this package of bills have for far too long been used as tools of power and control to intimidate and inflict violence against women. For women of color and trans women, this violence is even more prevalent. The bills in the gun safety package included:
 1. Banning the sale of assault weapons (HB 450)
 2. Limiting high-capacity magazines (SB 6)
 3. Raising the age from 18 to 21 to purchase most firearms (HB 451)
 4. Strengthening background checks by reinstituting the Firearm Transaction Approval Program (FTAP) (HB 423)
 5. Holding gun manufacturers and dealers liable for reckless or negligent actions that lead to gun violence (SB 302)
 6. Banning the use of devices that convert handguns into fully automatic weapons (SB 8)
- SCR 126 - Senate Concurrent Resolution 126 commemorated the 50th anniversary of the enactment of Title IX and recognizes the impact it has had on improving equality in educational institutions and the workplace, while committing to build upon its foundation to continue to expand the protection of equal rights.

STATE GOVERNMENT POLICIES AND PROCEDURES

In addition to advocating for women and girls generally in Delaware, OWAA also advocates for women state employees. The Office's goal is to not only serve as a resource for women state employees, but to provide input to policies and producers that disproportionately impact women employees. Below are some of the state government policies and procedures that OWAA staff contributed to over the course of the past two years.



Paid Parental Leave For State Employees

The passage of HB 3 with House Amendment 4 during the 149th General Assembly guarantees that all full-time state employees, including employees of school districts, who are continuously employed by the State of Delaware for at least one year, are eligible for 12 weeks of paid leave upon the birth or adoption of a child six years of age or younger. Per HB 3, the DHR is required to submit a report to the Delaware General Assembly and the

Governor on the parental leave program annually. OWAA was an integral part of the committee overseeing the development of the paid parental leave report. The report, written by OWAA and with data provided by DHR, tracks key elements of the paid parental leave program, including how the policy was developed and distributed to agencies, data on projected and actual participation, data on the duration of leave, how the policy was

developed and distributed to agencies, data on projected and actual participation, data on the duration of leave, how the policy was communicated both internally and externally, and how the policy was integrated into recruitment and retention efforts. From July 1, 2020, until June 30, 2021, 1,897 state employees, including those from the executive branch, non-executive branch, school districts and charter schools participated in the paid parental leave program.

To promote the program to both internal and external audiences, OWAA worked with several divisions, on the following information and outreach activities:

- Posters designed for external audiences that highlighted the program as one of many great benefits state employees enjoy
- Posters designed for internal audiences to ensure employees understood and were aware of the benefit
- Social media graphics on several channels and platforms
- Testimonials from employees about the benefit
- Updates to materials used for onboarding new state employees

The next step in this work for OWAA is to finalize a state resource landing page with a compilation of health, child care and other associated information for new parents. OWAA is also working on trainings and a checklist to make the process of applying for parental leave easier for both state employees and the DHR staff that are processing the benefit.

Lactation/Pumping Space & Changing Tables

With the addition of paid parental leave for state employees, the State of Delaware increased its competitive edge as a desirable place to work. OWAA built on this momentum by expanding family-friendly practices for state employees as well as sending larger signals to the public about the State of Delaware's commitment to creating safe and inclusive environments. OWAA worked to make state buildings more family-friendly with an increased availability of baby changing tables in public restrooms (nearly 60 tables in buildings across the state), and the addition of 17 accessible lactation spaces for breastfeeding and pumping breastmilk. Over the course of 2021 and part of 2022, OWAA worked with Facilities Superintendents from the Office of Management and Budget (OMB), in addition to several state agencies including the Department of Labor, Department of Services for Children, Youth and Their Families, as well as Legislative Hall to create comfortable and accessible lactation rooms and install baby changing tables in both men and women's restrooms. OWAA will continue its ongoing work to assure that state buildings remain committed to being family-friendly spaces.

LGBTQ+ Workgroup

As Delaware's largest employer, the State of Delaware is committed to advancing a fair, diverse, equitable and inclusive workplace environment within state government. In January 2021, OWAA created a working group within the Department of Human Resources (DHR) to evaluate state policy and procedures related to LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Others) populations. The workgroup evaluated current policies as well as conducted interviews with DHR's agency HR leadership (Leads) to examine how current policies are experienced first-hand. The workgroup focused discussions on the following:

- Take a more proactive approach to LGBTQ+ diversity and inclusion
- Make it clear to current and future employees that we are an inclusive work environment that values diversity
- Find ways to expand beyond a respectful and inclusive workplace to a workplace where diverse lived experiences are encouraged and celebrated

In June 2021, Governor Carney announced the release of the Department of Human Resources' Action Plan for Improving State Policies for LGBTQ+ State Employees. The plan outlines action items to guide the state to taking a more proactive approach to LGBTQ+ diversity and inclusion. DHR has taken the following actions to better align policies and procedures with best practices to provide supervisors, managers, agency HR liaisons, and employees with the necessary tools to support colleagues and create a welcoming and inclusive environment:

- **Statewide Gender Identity Policy and Procedures:** The state's Gender Identity Policy and Procedures revised previous guidelines to reflect the Equal Employment Opportunity Commission's best practices. The updated policy is posted on DHR's website and was sent to all Executive Branch employees for review and acknowledgment.
- **State of Delaware's EEO Statement:** The Equal Employment Opportunity statement was revised to read, "The State of Delaware is an Equal Opportunity employer and values a diverse workforce. We strongly encourage and seek out a workforce representative of Delaware including race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression."
- **Preferred Name and Pronouns:** A preferred name option has been created where a legal name is not required. Additionally, the state job application has been updated to include both preferred name and pronouns as optional fields.
- **Training for Employees and Supervisors:** To increase cultural competency and create a respectful and accepting workplace, training in the Delaware Learning Center was assigned to all State employees, which included definitions as well as scenarios illustrating non-discrimination policies and practices related to gender identity and expression.

- **Metrics and Data:** To meet the state's commitment to diversity and inclusion, it is necessary to capture metrics about the LGBTQ+ community (as well as other demographic data). Climate surveys that typically include employee race, ethnicity, gender, military, and disability status, will now also include optional questions on sexual orientation and gender identity.
- **Resources:** Additional resources were created to help HR staff and supervisors understand and implement policies and procedures related to LGBTQ+ populations. A new toolkit includes guidance for both supervisors and transitioning employees, a checklist of required actions, and a required workplace transition plan that must be completed by an employee with a supervisor to ensure support and proper procedure during the employee's transition.



EVENTS

Over the past two years, OWAA has led, and participated in, a variety of events to engage the public, share knowledge and resources, and celebrate the achievements of Delaware women.



Pandemic, Women, and Money: Practical Tips to Get Back on Track

OWAA also held a Financial Wellness webinar featuring local experts including the State Treasurer that educated participants about a variety of topics including rebuilding wealth, retirement savings, using a budget tool, the technicalities of COVID-19 relief and the importance of investing.

Salary Negotiation Workshops

OWAA once again hosted salary negotiation workshops in both 2021 and 2022. These workshops help participants gain the skills and confidence to successfully negotiate their salary and benefits packages. In total, eight sessions were held, and 158 people were trained in salary negotiation.



Delaware Women in the COVID-19 Workplace: Current Challenges and Solutions

OWAA held a virtual event featuring national experts and Delaware legislators to discuss the ongoing impact of the pandemic on Delaware women. The event was titled, "Delaware Women in the COVID-19 Workplace: Current Challenges and Solutions."



Celebrating Title IX

In honor of the 50th Anniversary of Title IX, OWAA hosted an event at Legislative Hall where Governor John Carney, Senator Kyle Evans Gay, Senator Nicole Poore, and Senator Stephanie L. Hansen met with some of Delaware's top female student athletes from across the state and celebrated a concurrent resolution on the Senate Floor. OWAA also conducted four webinars on Title IX for advocates, schools, parents, and coaches.



The Office of Women's Advancement and Advocacy staff were featured speakers at the following in-person and virtual events:

- Delaware Interscholastic Athletic Association – Title IX Training for Athletic Directors
- KIDS COUNT in Delaware Economic Security Webinar
- Delaware Coalition Against Domestic Violence (DCADV) Advocacy Training
- Leadership Delaware Advocacy Training
- South Coastal Library Presentation on the Delaware Women's Hall of Fame
- Department of Human Resources Diversity Summit

In addition to hosting public events and other speaking engagements, OWAA conducted public outreach to build relationships with community partners and increase public awareness of the office at the Delaware PRIDE parade and festival and the Delaware State Fair.

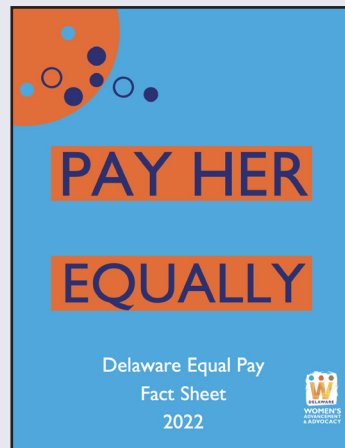


Research and Reports

Over the past two years, OWAA has conducted extensive research and created several fact sheets and reports. OWAA published the following from January 2021 through January 2023:

Delaware Equal Pay Fact Sheet (March 2022)

An updated fact sheet that provides pay equity data on Delaware women broken down by race.



Black Maternal Health (April 2021)

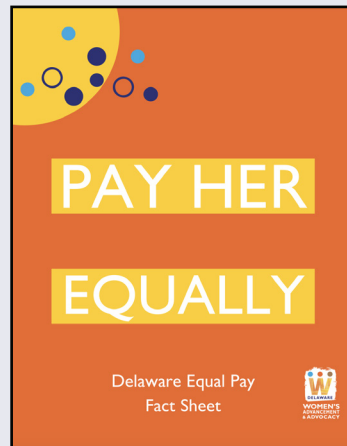
A fact sheet that provides analysis of black maternal health in Delaware.



Delaware Equal Pay Fact Sheet (2021)

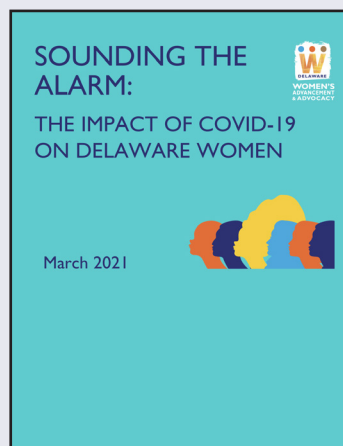
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A fact sheet that provides pay equity data on Delaware women broken down by race.



Sounding the Alarm: The Impact of COVID-19 on Delaware Women (March 2021)

A report that outlines the impact of COVID-19 on Delaware women.



Delaware Women and Domestic Violence (March 2021)

A report that provides information on what Delaware is currently doing to address domestic violence and what other promising practices we should explore.



Social Media

Social media increases public awareness of OWAA and allows the office to engage Delawareans quickly and meaningfully on the issues that are most pressing for women in the First State. Therefore, over the past two years, OWAA has concentrated on growing its social media presence across several channels including email (2,217 contacts through Constant Contact), Facebook (more than 2,500 followers), Twitter (757 followers) and Instagram (2,386 followers). We also started the first government affiliated TikTok channel for Delaware.



2,300+
followers



757
followers



2200+
contacts



2,500+
followers



2000+
likes



Roe V. Wade graphic was the most successful social media post to date; the post reached 12,182 people.

Social content included hundreds of graphics, important announcements, legislative updates, recognition of holidays and key dates in women's history, and uplifting stories about Delaware women. Through email, the office sent 31 newsletters, announcements, and updates to subscribers. OWAA also created several specific social media campaigns to build awareness around particular issues and events.

EXAMPLES OF SOCIAL MEDIA CAMPAIGNS:

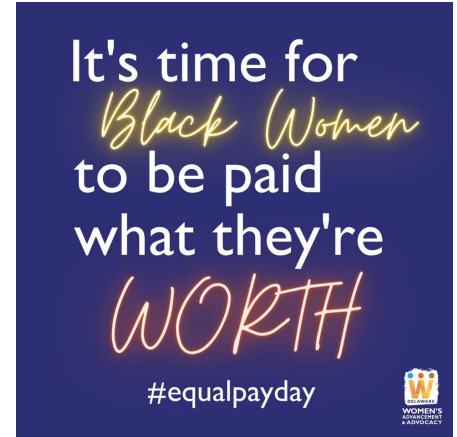
*Asian American Pacific
Islander Heritage Month*



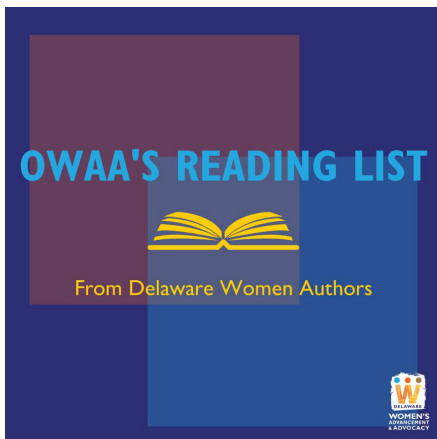
Drive-in RBG movie



*Black Women's Equal
Pay Day*



OWAA's Reading List



*Black Maternal Health
Week*



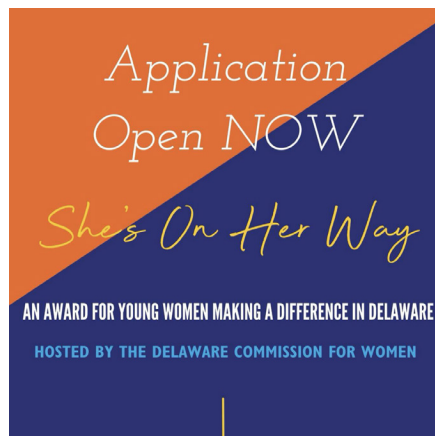
*Salary Negotiation
Workshops*



Title IX Share Your Story



She's On Her Way Application



Title IX Webinar Trainings





**WOMEN'S
ADVANCEMENT
& ADVOCACY**

DELAWARE WOMEN'S
COMMISSION

DELAWARE COMMISSION FOR WOMEN

ACTIVITIES DURING THE 151ST
GENERAL ASSEMBLY

The Delaware Commission for Women

The Delaware Commission for Women is responsible for advising OWAA on strategic planning, as well as project development and programming. The Commission can have up to nine members, representing all three counties and the City of Wilmington. Members serve for various term lengths and are appointed by the Governor, Speaker of the House, and President Pro Tempore of the Senate. The Commission has worked on a host of issues important to Delaware women including pay equity, reproductive health, maternal health, and domestic violence.



Members:

DR. MARIAN PALLEY

Commission Chair
Professor Emerita, University of Delaware

SHERESE BREWINGTON-CARR

Commission Vice Chair
Senior Administrator, DE Department of Labor

ALISHA WAYMAN BRYSON

Vice President
Wayman Fire Protection

KATHERINE CAUDLE

Staff Representative
AFSCME Council 81

SOBIA CHOUDHRI, DDS

American Dental Care

DR. MICHELLE TAYLOR

President & CEO
United Way of Delaware

LAURA BURNETT

Retired Teacher

She's On Her Way Award

The Delaware Commission for Women continued its recognition of Delaware women by planning and hosting the “She’s On Her Way” Award, which recognizes the achievements and strong community contributions of remarkable young women ages 18-30. The Delaware Commission for Women and the Office of Women’s Advancement & Advocacy in partnership with First Lady Tracey Quillen Carney, were pleased to honor the following four talented young Delaware women leaders during a luncheon held on May 24, 2022. The following women were honored this year:

- Rep. Madinah Wilson-Anton - The elected Delaware Representative for the 26th district; she is an alumnus of the University of Delaware and holds a bachelor's degree in International Relations and Asian Studies. She worked for two years as a legislative fellow in the state legislature and an additional year as a legislative aide for the 26th and 27th districts. As a state representative, Rep. Wilson-Anton is fighting for social, economic, and racial justice for all Delawareans.
- Sarah Fulton - The Deputy Communications Director of Outreach and Engagement for the Delaware Senate Democrats; she has run several political campaigns and worked as the Political and Communications Director for the Delaware Democratic party. For the past year, Sarah has served as the Board President for NERDiT CARES, which is the philanthropic arm of NERDiT NOW, as seen on Shark Tank.
- Kendall Metz - A rising junior attending Delaware State University majoring in Agriculture Education; she intends on becoming

a Delaware Agriculture Educator and FFA Advisor after graduation. Kendall is a graduate of Caesar Rodney high school where she served as the FFA Chapter Secretary and President and later served as the Delaware FFA 2020-2021 State Reporter and 2021-2022 State President.

- Wyatt Patterson - Founder of the Delaware chapter of the March For Our Lives organization; she has spent three years organizing fellow students and advocating for lifesaving legislation, such as safe storage, extreme risk protective orders, ghost gun regulations, assault weapons bans and more, repeatedly testifying in legislative hearings and speaking at public rallies. She also serves as a Legislative Fellow in the House Majority Caucus.



The Delaware Women's Coalition

The Delaware Commission for Women created the statewide Women's Coalition to provide nonprofits that serve Delaware women with the opportunity to coalesce around mutually supported initiatives. The Women's Coalition currently has 57 members representing organizations such as the Junior League of Wilmington, National Coalition of 100 Black Women-Delaware Chapter, YWCA, Fund for Women, United Way of Delaware, DE Coalition Against Domestic Violence, AAUW of Delaware and the Rodel Foundation. Since its inception, the Women's Coalition has met quarterly to discuss issues of mutual interest and provide updates on what each individual group is working on.



The Delaware Women's Workforce Council

The Delaware Women's Workforce Council is charged with eliminating the gender-based wage gap, removing the visible and invisible barriers to women's advancement, and ensuring that every person regardless of gender has an opportunity for advancement in the workplace. Over the past five years, both the Delaware Commission for Women and the Delaware Women's Workforce Council have engaged in similar activities, and the work often overlaps. Additionally, there are several longstanding openings on both the Delaware Women's Commission and the Delaware Women's Workforce Council. The Commission should consist of 9 members while the Council is comprised of 11 voting members; however, at the time of publication of this report, both the Delaware Women's Commission and the Delaware Women's Workforce Council each had fewer than the required number of members. Therefore, OWAA recommends combining the Delaware Commission for Women and the Delaware Women Workforce Council into a single committee under the name "Delaware Commission for Women." If the two were to combine, a standing subcommittee devoted to workforce issues could be established. This change would align the Delaware Commission for Women on how several other neighboring commissions structure their subcommittees. OWAA recommends that a combined committee could have a total of 18 members, using the same parameters as the current code. The combined group could include 4 members appointed by both the Speaker of the House and the President Pro Tempore of the Senate, and 9 members appointed by the Governor. As per the code, of the Governor's appointees, no more than 5 members shall be members of any 1 political party and should represent all 3 counties and the City of Wilmington. The Chairperson of the Commission for Women would continue to be appointed by the Governor from among the membership and shall serve at the pleasure of the Governor.



DELAWARE WOMEN'S HALL OF FAME



ACTIVITIES DURING THE 151ST
GENERAL ASSEMBLY

The Delaware Women Hall of Fame Committee

Delaware Women's HALL OF FAME

Established in 1981, the Delaware Women's Hall of Fame Committee recognizes and acknowledges the achievements of remarkable Delaware women and fosters an understanding of, and an appreciation for, the many contributions all women across the First State make in their homes, communities and across the state and nation. The committee reviews applications and inducts new hall-of-fame members annually. The Committee comprises seven members, representing all three counties and the City of Wilmington. Committee members serve for various term lengths, and are appointed by the Governor, Speaker of the House, President Pro Tempore of the Senate. Members are listed below.

Members:

KAY KEENAN

Hall of Fame Chair
President
Growth Consulting Inc.

DONNA MASLEY

Owner
Masley Enterprises, Inc.

JACKIE GRIFFITH

Hall of Fame Vice Chair
Special Assistant to the President
Director of Government and Community Relations
Delaware State University

DR. THERESA DEL TUFO

CEO
Del Tufo Consulting

THE HON. NANCY COOK

Former State Senator

TARA L. SMITH

Director, M.A. in Strategic Communication
Program Instructor Department of Communications
University of Delaware

THE HON. LIANE SORENSON

Former State Senator



2021 Hall of Fame Inductees

- Fayette M. Blake, entrepreneur, and founder and executive director of Pathways to Success, Inc;
- Marianne Blackburn Drew, first female line Rear Admiral in the Naval Reserve, retired military, and former president of Lord Baltimore Women's Club and Air Warrior Courage Foundation;
- Mrs. Ann Jaffe, a retired teacher, Holocaust survivor, and inspirational speaker;
- The Honorable Valerie Longhurst, Delaware House Majority Leader, executive director of the Police Athletic League of Delaware, and advocate for equality;
- The Honorable Stephanie T. Bolden, member of the Delaware House of Representatives, founder of Burton-Phelan Memorial Scholarship Program, and senior citizen and foster care activist; and
- The Honorable Jennifer Cohan, community leader and Secretary of the Delaware Department of Transportation.



2021 HALL OF FAME HONOREES

2022 Hall of Fame Inductees

- Anne Canby, a pioneer in transportation as the first woman to lead the Delaware Department of Transportation (DELDOT) in 1993 and as Deputy Director of Transportation during the Carter Administration.
- Alice Dunbar-Nelson, a late suffragist, poet, activist, and educator at Howard High School in Wilmington.
- Carolyn Fredricks, the Executive Director of the Modern Maturity Center and longtime advocate for Delaware seniors.
- Teri Quinn Gray, former DuPont scientist, and current Chief Operating Officer at the science-based crop protection company, Provivi, in California.
- Ilona Holland, children's educator with a focus on literacy. Has consulted on children's educational TV programming, authored numerous children's books, and is a partner with the Delaware State Library system.
- Karyl Rattay, former Director of Delaware's Division of Public Health, served during the COVID pandemic and holds the longest tenure in the role.
- Aida Waserstein, former judge of the Family Court of Delaware. Has also written several books with the goal of helping foster children by telling her own immigrant story.



2022 HALL OF FAME HONOREES

DELAWARE WOMEN'S HALL OF FAME ART PROJECT



Delaware Women's HALL OF FAME

To mark the 40th year of the Delaware Women's Hall of Fame, in June 2021 the Office of Women's Advancement and Advocacy commissioned 160 portraits representing every woman inducted to the Delaware Women's Hall of Fame. The collection was created by Delaware artist Theresa Walton, with the goal of increasing the visibility of women in public spaces and ensuring that the legacy of Delaware women is acknowledged and celebrated. The collection was completed in just seven months and then on display at the Delaware Art Museum from January 22, 2022, until May 8, 2022, which includes two extensions of the show given its popularity. In honor of Women's History Month, OWAA sponsored three events at the Delaware art museum to promote the exhibit, 1) an online discussion on March 3, 2022 about the exhibit featuring a panel of speakers, 2) an open house event that offered the public free admission to see the exhibit on March 5, 2022 and 3) and an Art Reception on March 30, 2022. The art reception included nearly 150 guests, including many members of the Delaware Women's Hall of Fame and their families. Due to the very successful art reception, the exhibit received quite a bit of press. During the exhibition at the Delaware Art Museum, the collection was featured in several articles, events, television segments, magazines, and calendar of events, including:

- *Delaware Public Media*
- *WRDE*
- *Bay to Bay News*
- *Delaware ABA magazine published two articles focused on art project*
- *The Times of Chester County*
- *County Lines Magazine*
- *In Wilmington*
- *Delaware Today*
- *Visit Delaware*



Given the success and widespread interest in the project, OWAA is working with local community organizations to set-up future art exhibits throughout the state. In January 2023, the next art show will be held at the Georgetown campus of Delaware Technical and Community College.

In addition to the creation of the Hall of Fame art collection, OWAA also created an online resource which hosts each portrait as well as updated biographical information of the 160 inductees in the Delaware Women's Hall of Fame. To learn more about all these remarkable women, please visit: <https://www.artworkarchive.com/profile/owaa>. OWAA also partnered with the Delaware Division of Libraries to create a collection of publications and writings by authored by inductees to the Delaware Women's Hall of Fame. The collection can be found as part of the Delaware Division of Libraries "LibGuides" at: <https://guides.lib.de.us/HOF>



RECOMMENDATIONS FOR THE 152ND GENERAL ASSEMBLY



I

Activities & Recommendations Report



RECOMMENDATIONS:

Policy Recommendations:

The following recommendations encompass a wide range of issues that impact women. These initiatives are intentionally broad, as the Office of Women's Advancement & Advocacy seeks to help all Delaware women and girls achieve their potential at every stage of life. Developing recommendations, both legislative and regulatory, is an ongoing process. These recommendations are not meant to be an exhaustive list of every policy that might help women in the First State, nor are they meant to be a detailed blueprint for execution. In addition, they do not consider budget and resource requirements. These recommendations do build on steps Delaware has already taken, and OWAA looks forward to working with the Administration and the General Assembly to further develop policies that improve equity and equality for women in the upcoming legislative session.

Recommendation: Strengthening Title IX Supports for Delaware Schools

Title IX of the Education Amendments of 1972 (Title IX) is the landmark federal statute which prohibits sex discrimination in educational programs and activities. Each recipient of federal funds, including public school districts in Delaware (as well as many others), is required to have a Title IX coordinator that oversees compliance with Title IX regulations. To continue to highlight the importance of Title IX compliance, OWAA recommends that every public and charter school in Delaware participate in a survey to review the following measures:

- Title IX's three-part test for athletic participation;
- Relevant information related to the school's history and continuing practice of program expansion;
- Data on the numbers of girls and boys that are enrolled in the school and the numbers that are athletes; and
- Treatment and benefits provided to both boys' and girls' teams (such as budgets, equipment and supplies, scheduling, facilities, and availability of coaches).^[i]

Additionally, Title IX information and resources should be posted on the websites of the Delaware Department of Education, DIAA, school districts, and schools to increase public awareness and compliance. We should encourage consistent Title IX training for relevant staff to provide schools, athletic directors and administrators the necessary guidance to comply with Title IX and promote gender equity.

RECOMMENDATIONS:

Recommendation: Help Pregnant Students Stay in School by Excusing Pregnancy-related Absences and Absences to Care for Children

While the rate of teen pregnancy has declined dramatically in Delaware since 2000, pregnancy is still a leading cause for girls to drop out of school.⁶ In a report by the National Women's Law Center (NWLC), schools surveyed were found to not have clear absence policies and accommodations for student mothers.⁷ In addition, the NWLC report found that pregnant students were more likely than girls overall to say that "...allowing special scheduling and attendance arrangements for students who provided care to family members would make schools better for girls."⁸ Delaware should work to implement policies that address the negative impact of unexcused school absences on pregnant or parenting teens.

Recommendation: Implement Employee Resource Groups for State Employees

The State of Delaware as an employer does not have employee resource groups, which companies across the globe have found to boost team trust and morale as well as promote personal growth and professional development. With the thousands of individuals who are employed in the state of Delaware, organizing ERGs will establish a more efficient and inclusive work environment. State employee resource groups would help further the State's commitment to diversity and inclusion specifically in retention and recruitment. These groups are a natural outlet for employees to feel more supported either through personal or career developments. An ERG creates the opportunity for those with a common identity to build their own community within an organization, facilitates communication to leadership to voice concerns, and empowers individuals through various support.⁹ This is a key step in making sure an organization's culture is respectful and inclusive.

RECOMMENDATIONS:

Recommendation: Improve Delaware's Supplier Diversity Efforts

From 2015 to 2020, a thorough report was conducted on the disparity between the number of existing minority-owned businesses (MBE), women-owned businesses (WBE), veteran-owned businesses (VOBE), service-disabled veteran-owned businesses (SDVOBE), and individuals with disabilities owned businesses (IWDBE), and the number of these businesses that are contracting with the state. The report found there is a steep disparity in almost every category, such that non-M/WBE firms were utilized 91.16% of the time, leaving 8.84% of resources for M/WBE firms.¹⁰ Within this small percentage, Asian Americans and nonminority women received significantly more contracts, while other groups fell behind in availability and utilization. In order to increase opportunities for diverse suppliers to obtain smaller prime contracts with the state, Delaware could implement a rotation system such that contracts would not lock one service provider in for many years, giving available MBEs and others a chance to secure contracts as well. The state should also consider outreach and training programs that aim to alert vendors of new contract opportunities as well as thoroughly review procurement policies and other important information needed to do business with the state. This research yields sufficient data to support the need for action when it comes to increasing supplier diversity efforts, and these recommendations of a rotation system and greater outreach are just two of many ideas that come from the report itself.¹¹

Recommendation: Increase flexibility of Paid Parental Leave for State Employees

Immediately returning to work full time after having a child can be frustrating for many, especially women experiencing difficult physical and or mental postpartum symptoms. The 12 weeks of paid parental leave Delaware gives its workers shows the state's commitment to supporting families, which can be increased by making this period optionally non-consecutive. For example, if a mother chooses to use her time off intermittently such as 2 or 4 weeks at a time rather than all at once. Another flexible option may be to offer to return to work part-time in between weeks of paid parental leave. The maximum total amount of paid parental leave would still be 12 weeks, but this increased flexibility would allow new parents to adjust to caring for the child while balancing work responsibilities, which should ease their transition back to work and increase their productivity.

Recommendation: Create a Pre-apprenticeship Trades Exploration Program for the Baylor Women's Correctional Institution (BWCI)

The Baylor Women's Correctional Institution (BWCI) annually serves over 400 students through the Delaware Department of Education's Prison Adult Education program. Given the typical length of stay at BWCI and the large number of residents awaiting trial, the number of students enrolled in a program over the course of a year can be higher than the total population at any one given time. In addition to academic and life skills classes, a variety of vocational courses are also offered to prepare offenders for employment upon release. In fact, the most recent data available show that the vocational classes at BWCI have the highest enrollment rates across the prison system with 245 BWCI women enrolled in classes such as Flagger Certification, Culinary Arts, ServSafe, Coding, Aller-Train and Microsoft Office skills.¹² Recent data also shows that the vocational programs at BWCI have a 99% completion rate, higher than any other prison in the state.¹³ Given the success of current programming at BWCI, considerations for how to integrate the Prison Adult Education programs with the Department of Labor's Registered Apprenticeship program should be explored. Creating a pre-apprenticeship program at BWCI can provide women that are typically in the institution for just a few months with longer term connections to construction industries. Preparing women at BWCI with the knowledge and skills needed to enter the construction industry as an apprentice can not only assist with job placement but even reduce recidivism.¹⁴ Such a program could consist of a 4-week program that allows participants to explore construction trades, exposes participants to a variety of trades in construction, provide a basic skills curriculum, as well as pair with a transition counselor for employment navigation.

Recommendation: Strengthen Workplace Harassment Protections for Delaware Employees

The workplace should be an environment that is safe for all employees, free from harassment of any kind as well as zero retaliation from employers. Under the current Delaware law, employees only have 300 days to bring forth a claim, which may be an inadequate amount of time to process more severe instances, especially considering the possible fear of retaliation or loss of a job. Providing a 3-year statute of limitations, which New York and California have successfully implemented, ensures employees the time to process and recover mentally as well as find stability in another job before they consider taking up a claim. Another initiative that is needed is the expansion of workplace discrimination protections to independent contractors and employers with fewer than four employees. These types of jobs include domestic workers or gig workers and are often the most vulnerable to harassment. Delaware should require that all employers create a harassment policy as well as train all employees on that policy, rather than just supervisors. This ensures every employee is not only aware of what is considered harassment but the steps they can take to ratify the situation via filing a claim.

RECOMMENDATIONS:

Recommendation: Expand Compassionate Leave for State Employees to Include Pregnancy Loss

Current leave policies for state employees do not cover pregnancy loss – which is a common form of pregnancy complication. 10 to 20% of pregnancies end in miscarriage before 20 weeks of gestation, with 24,000 yearly stillbirths.¹⁵ Establishing paid leave for pregnancy loss (as part of an existing leave or a new leave) for state of Delaware employees would destigmatize a common experience with pregnancy and offer support for individuals during a harrowing time that often has extreme physical and emotional consequences. Being able to utilize compassionate leave in relation to pregnancy loss allows individuals to take the time they need to heal without the extra burden of financial instability. Through this policy, we can ensure state of Delaware employees a safer workplace environment, one that values them as people and acknowledges the hardships they face through continued support during this difficult time.

OWAA welcomes input and collaboration on supporting Delaware women and girls. Suggestions may be directed to OWAA Director, Melanie Ross Levin, at melanie.rosslevin@delaware.gov or 302-577-8790.



ACTIVITIES SECTION ENDNOTES

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